

# **City of San Diego**

## **CIVIL SERVICE COMMISSION**

### **Personnel Department**



**CIVIL SERVICE COMMISSION**  
**EQUAL EMPLOYMENT OPPORTUNITY**  
**ANNUAL REPORT**

**2014**

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
PERSONNEL DEPARTMENT**

**CSC EQUAL OPPORTUNITY PROGRAM  
ANNUAL REPORT**

December 2014

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**County Labor Force Availability**

Labor force availability data is based upon the actual representation of all ethnic groups and women in the workforce in each occupational category. Figures are extracted from the U.S. Census to establish the percentage of the various ethnic groups as identified by the census in the labor market in work similar to that done by City employees. (See Page 4)

**City Population Availability**

City departments are encouraged to work toward equitable representation for all groups present in the City of San Diego general population. Consequently, Appointing Authorities must review their own departments.

**The Nature of Equal Employment Opportunity Data Review**

Focus and emphasis is placed upon establishing fair and equitable representation of all segments of the City population in all occupational groups of the City's workforce. Appointing Authorities should realize that this review is entirely consistent with the merit principle upon which the City's employment system is based. There is no requirement to hire, transfer, or promote a person who is not qualified on the basis of objective job-related criteria.

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**EQUAL EMPLOYMENT OPPORTUNITY OCCUPATIONAL CATEGORY DEFINITIONS**

**OFFICIALS AND MANAGERS**

Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies and direct departments, divisions, programs or other units of an agency's operation. Occupations include top management jobs in the Unclassified Service such as Department Director. **NOTE:** Vacancies in this category are not filled under the Civil Service procedures administered by the Personnel Department.

**PROFESSIONALS**

Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. One of the most wide-ranging, populous groups. Includes very specialized classifications such as Horticulturist and Victim Services Coordinator. Also includes several lengthy series that range from the sub-professional to the professional levels, such as Administrative Aide I to Supervising Management Analyst.

**TECHNICIANS**

Occupations generally requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as is offered in many technical institutes and community colleges, or through equivalent on-the-job training. Includes classifications such as Graphic Designer and Junior Engineering Aide.

**ADMINISTRATIVE SUPPORT WORKERS**

Includes all clerical-type work regardless of level of difficulty. Occupations include Fire Dispatcher, Cashier, Word Processing Operator and their supervisors.

**CRAFT WORKERS**

Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes the skilled trades and their supervisors. Occupation examples include Electrician, Locksmith and Carpenter.

**OPERATIVES**

Workers who operate equipment for transporting, excavating, lifting, loading materials requiring intermediate skill which can be mastered in a few weeks and generally require only limited training. Occupations include Motor Sweeper Operator, Sanitation Driver I, Heavy Truck Driver I, and Refuse Collection supervisory personnel.

## **LABORERS AND HELPERS**

Working in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Unskilled, entry-level laborers, as well as skilled workers and their supervisory chain-of-command. Occupations include Building Service Technician, Laborer, and Lake Aide.

## **PROTECTIVE SERVICE OCCUPATIONS**

### ► Police

- **FIRST-LINE SUPERVISORS/MANAGERS OF POLICE AND DETECTIVES**
  - Assistant Police Chief, Police Captain, Police Lieutenant, Police Sergeant
- **DETECTIVES AND CRIMINAL INVESTIGATORS**
  - Police Detective
- **POLICE OFFICERS**
  - Police Officer III, Police Officer II, Police Officer I, Police Recruit

### ► Fire/Life Rescue

- **FIRST-LINE SUPERVISORS/MANAGERS OF FIRE FIGHTING AND PREVENTION WORKERS**
  - Deputy Fire Chief, Assistant Fire Marshal, Fire Battalion Chief, Fire Prevention Supervisor, Fire Captain
- **FIRE INSPECTORS**
  - Fire Prevention Inspector II and Fire Prevention Inspector I
- **FIRE FIGHTERS**
  - Fire Engineer, Fire Fighter III, Fire Fighter II, Fire Fighter I, Fire Recruit

### ► Marine Safety

- **LIFEGUARDS AND OTHER RECREATIONAL AND ALL OTHER PROTECTIVE SERVICE WORKERS**
  - Marine Safety Captain, Marine Safety Lieutenant, Lifeguard Sergeant, Lifeguard III, Lifeguard II, Lifeguard I

## **SERVICE WORKERS**

Non-protective service workers. Occupations include the Custodial Series, Recreation positions and Laboratory Assistant.

## **EXEMPT**

Elected officials and those Unclassified employees they appoint. Includes Deputy City Attorney.

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**COUNTY LABOR FORCE AVAILABILITY**

<b>*OCCUPATIONAL CATEGORY</b>	<b>BLACK OR AFRICAN AMERICAN</b>	<b>HISPANIC OR LATINO</b>	<b>ASIAN &amp; PACIFIC ISLANDER</b>	<b>AMERICAN INDIAN &amp; ALASKA NATIVE</b>	<b>TWO OR MORE &amp; OTHER</b>	<b>WOMEN</b>
OFFICIALS AND MANAGERS	3.7%	15.7%	9.5%	0.3%	1.9%	40.6%
PROFESSIONALS	3.3%	13.7%	15.5%	0.3%	2.2%	50.7%
TECHNICIANS	4.9%	17.5%	22.2%	0.2%	2.8%	47.1%
ADMINISTRATIVE SUPPORT WORKERS	6.1%	27.7%	11.8%	0.3%	2.7%	70.7%
CRAFT WORKERS	3.8%	37.9%	6.9%	0.5%	1.7%	4.6%
OPERATIVES	5.6%	42.6%	14.4%	0.3%	1.5%	26.4%
LABORERS AND HELPERS	3.1%	60.5%	4.4%	0.6%	1.5%	10.6%
1 <sup>ST</sup> -LINE SUPVS/MGRS OF FIRE FT & PREV	6.6%	10.9%	2.2%	2.2%	0.0%	0.6%
FIRE INSPECTORS	0.0%	3.6%	5.5%	0.0%	7.2%	20.0%
FIRE FIGHTERS	2.1%	23.1%	3.9%	0.4%	2.0%	4.0%
1 <sup>ST</sup> -LINE SUPVS/MGRS OF POLICE & DET	4.7%	20.5%	2.3%	0.0%	0.4%	20.0%
DETECTIVES & CRIMINAL INVESTIGATORS	10.0%	27.4%	3.0%	0.9%	3.3%	27.7%
POLICE OFFICERS	4.4%	29.1%	6.2%	0.7%	1.4%	16.9%
LIFEGUARDS & OTHER PROT SERVICE WRKRS	0.0%	19.2%	5.9%	2.8%	1.4%	31.8%
SERVICE WORKERS	5.8%	41.5%	11.5%	0.4%	2.3%	56.7%

Table 1. Source: U.S. Department of Commerce, Census Bureau, American Community Survey, SDCounty Data Source Table-EEO-1 Categories & Prot Serv Class, 5-year ACS data

**CITY POPULATION AVAILABILITY**

<b>CITY POPULATION AVAILABILITY</b>	<b>BLACK OR AFRICAN AMERICAN</b>	<b>HISPANIC OR LATINO</b>	<b>ASIAN &amp; PACIFIC ISLANDER</b>	<b>AMERICAN INDIAN &amp; ALASKA NATIVE</b>	<b>TWO OR MORE &amp; OTHER</b>	<b>WOMEN</b>
City of San Diego	6.3%	28.8%	16.0%	0.3%	3.6%	49.5%

Table 2. Source: U.S. Department of Commerce, Census Bureau, 2010 Population Availability Demographic Profile Data Geography-San Diego City, CA.

\* The EEO Tabulation from which the occupation categories in the report are derived is sponsored by four Federal agencies consisting of the Equal Employment Opportunity Commission (EEOC), the Employment Litigation Section of the Civil Rights Division at the Department of Justice (DOJ), the Office of Federal Contract Compliance Programs (OFCCP) at the Department of Labor, and the Office of Personnel Management (OPM).

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**CITYWIDE REPRESENTATION**

**(Percentages shown are percentage of TOTAL CITY EMPLOYEES)**

		<b>MALE</b>		<b>FEMALE</b>		<b>TOTAL</b>	
<b>WHITE</b>							
	<b>2014</b>	3484	32.50%	1703	15.88%	5187	48.38%
<b>BLACK OR AFRICAN AMERICAN</b>							
	<b>2014</b>	874	8.15%	514	4.79%	1388	12.95%
<b>HISPANIC OR LATINO</b>							
	<b>2014</b>	1814	16.92%	887	8.27%	2701	25.19%
<b>ASIAN &amp; PACIFIC ISLANDER</b>							
	<b>2014</b>	769	7.17%	487	4.54%	1256	11.72%
<b>AMERICAN INDIAN &amp; ALASKA NATIVE</b>							
	<b>2014</b>	47	0.44%	31	0.29%	78	0.73%
<b>TWO OR MORE &amp; OTHER</b>							
	<b>2014</b>	73	0.68%	38	0.35%	111	1.04%
<b>TOTAL NON-WHITE</b>							
	<b>2014</b>	3577	33.36%	1957	18.25%	5534	51.62%
<b>TOTAL EMPLOYEES</b>							
	<b>2014</b>	<b>7061</b>	<b>65.86%</b>	<b>3660</b>	<b>34.14%</b>	<b>10721</b>	<b>100.00%</b>

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## CITYWIDE REPRESENTATION BY OCCUPATIONAL CATEGORY

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
2014	326	233	71.5 %	18	5.5 %	45	13.8 %	24	7.4 %
2013	300	211	70.3 %	19	6.3 %	42	14.0 %	24	8.0 %
<b>PROFESSIONALS</b>									
2014	2,228	1,100	49.4 %	190	8.5 %	471	21.1 %	436	19.6 %
2013	2,127	1,103	51.9 %	183	8.6 %	417	19.6 %	398	18.7 %
<b>TECHNICIANS</b>									
2014	346	145	41.9 %	46	13.3 %	80	23.1 %	68	19.7 %
2013	319	133	41.7 %	43	13.5 %	76	23.8 %	65	20.4 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
2014	1,709	650	38.0 %	302	17.7 %	454	26.6 %	255	14.9 %
2013	1,642	630	38.4 %	306	18.6 %	424	25.8 %	255	15.5 %
<b>CRAFT WORKERS</b>									
2014	720	299	41.5 %	107	14.9 %	224	31.1 %	77	10.7 %
2013	715	299	41.8 %	107	15.0 %	213	29.8 %	84	11.7 %
<b>OPERATIVES</b>									
2014	252	30	11.9 %	100	39.7 %	105	41.7 %	14	5.6 %
2013	245	31	12.7 %	97	39.6 %	101	41.2 %	13	5.3 %
<b>LABORERS AND HELPERS</b>									
2014	1,158	260	22.5 %	309	26.7 %	499	43.1 %	78	6.7 %
2013	1,144	269	23.5 %	304	26.6 %	480	42.0 %	83	7.3 %
<b>1ST-LINE SUPVS/MGRS OF FIRE FT &amp; PREV</b>									
2014	247	153	61.9 %	21	8.5 %	50	20.2 %	21	8.5 %
2013	243	153	63.0 %	21	8.6 %	49	20.2 %	19	7.8 %
<b>FIRE INSPECTORS</b>									
2014	31	17	54.8 %	5	16.1 %	4	12.9 %	4	12.9 %
2013	32	17	53.1 %	7	21.9 %	3	9.4 %	4	12.5 %
<b>FIRE FIGHTERS</b>									
2014	571	396	69.4 %	18	3.2 %	104	18.2 %	33	5.8 %
2013	557	384	68.9 %	20	3.6 %	105	18.9 %	35	6.3 %
<b>1ST-LINE SUPVS/MGRS OF POLICE &amp; DET</b>									
2014	319	218	68.3 %	20	6.3 %	59	18.5 %	22	6.9 %
2013	328	225	68.6 %	26	7.9 %	57	17.4 %	20	6.1 %
<b>DETECTIVES &amp; CRIMINAL INVESTIGATORS</b>									
2014	262	170	64.9 %	22	8.4 %	55	21.0 %	13	5.0 %
2013	287	185	64.5 %	24	8.4 %	61	21.3 %	15	5.2 %
<b>POLICE OFFICERS</b>									
2014	1,276	803	62.9 %	79	6.2 %	270	21.2 %	116	9.1 %
2013	1,254	807	64.4 %	72	5.7 %	250	19.9 %	117	9.3 %

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**CITYWIDE REPRESENTATION BY OCCUPATIONAL CATEGORY**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE		MALE	
<b>LIFEGUARDS &amp; OTHER PROT SERVICE WRKRS</b>											
2014	561	423	75.4 %	11	2.0 %	90	16.0 %	22	3.9 %	4	0.7 %
2013	518	387	74.7 %	12	2.3 %	89	17.2 %	22	4.2 %	3	0.6 %
<b>SERVICE WORKERS</b>											
2014	439	119	27.1 %	122	27.8 %	142	32.3 %	40	9.1 %	3	0.7 %
2013	441	129	29.3 %	123	27.9 %	138	31.3 %	40	9.1 %	2	0.5 %
<b>EXEMPT</b>											
2014	276	176	63.8 %	15	5.4 %	45	16.3 %	32	11.6 %	1	0.4 %
2013	259	171	66.0 %	15	5.8 %	42	16.2 %	26	10.0 %	1	0.4 %
<b>TOTAL</b>											
2014	10,721	5,192	48.4 %	1,385	12.9 %	2,697	25.2 %	1,255	11.7 %	78	0.7 %
2013	10,411	5,134	49.3 %	1,379	13.2 %	2,547	24.5 %	1,220	11.7 %	77	0.7 %
								54	0.5 %	3,518	33.8 %
										6,893	66.2 %

 Indicates areas where County Labor Force Availability was not met  
 Indicates areas where City Population Availability was not met  
 Indicates areas where both City Population and County Labor Force Availability were not met

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**BUSINESS OPERATIONS/ADMINISTRATION**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	4	3 75.0 %	0 0.0 %	0 0.0 %	1 25.0 %	0 0.0 %	0 0.0 %	2 50.0 %	2 50.0 %
12/20/2013	5	2 40.0 %	2 40.0 %	0 0.0 %	1 20.0 %	0 0.0 %	0 0.0 %	4 80.0 %	1 20.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	4	2 50.0 %	0 0.0 %	0 0.0 %	2 50.0 %	0 0.0 %	0 0.0 %	3 75.0 %	1 25.0 %
12/20/2013	5	3 60.0 %	0 0.0 %	0 0.0 %	2 40.0 %	0 0.0 %	0 0.0 %	4 80.0 %	1 20.0 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	0	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %
12/20/2013	1	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %
<b>TOTAL</b>									
12/19/2014	8	5 62.5 %	0 0.0 %	0 0.0 %	3 37.5 %	0 0.0 %	0 0.0 %	5 62.5 %	3 37.5 %
12/20/2013	11	5 45.5 %	2 18.2 %	1 9.1 %	3 27.3 %	0 0.0 %	0 0.0 %	9 81.8 %	2 18.2 %



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Indicates areas where City Population Availability was not met

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**CITY ATTORNEY**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	3	2	66.7 %	0 0.0 %	1 33.3 %	0 0.0 %	0 0.0 %	2 66.7 %	1 33.3 %
12/20/2013	3	2	66.7 %	0 0.0 %	1 33.3 %	0 0.0 %	0 0.0 %	1 33.3 %	2 66.7 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	54	34	63.0 %	7 13.0 %	10 18.5 %	3 5.6 %	0 0.0 %	26 48.1 %	28 51.9 %
12/20/2013	53	34	64.2 %	7 13.2 %	9 17.0 %	3 5.7 %	0 0.0 %	25 47.2 %	28 52.8 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	131	48	36.6 %	30 22.9 %	34 26.0 %	19 14.5 %	0 0.0 %	0 0.0 %	116 88.5 %
12/20/2013	140	55	39.3 %	34 24.3 %	32 22.9 %	19 13.6 %	0 0.0 %	0 0.0 %	120 85.7 %
<b>EXEMPT</b>									
12/19/2014	157	118	75.2 %	6 3.8 %	14 8.9 %	18 11.5 %	0 0.0 %	1 0.6 %	88 56.1 %
12/20/2013	148	109	73.6 %	6 4.1 %	15 10.1 %	17 11.5 %	0 0.0 %	1 0.7 %	84 56.8 %
<b>TOTAL</b>									
12/19/2014	345	202	58.6 %	43 12.5 %	59 17.1 %	40 11.6 %	0 0.0 %	1 0.3 %	232 67.2 %
12/20/2013	344	200	58.1 %	47 13.7 %	57 16.6 %	39 11.3 %	0 0.0 %	1 0.3 %	230 66.9 %

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CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

CITY AUDITOR

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.70%</b>	<b>15.70%</b>	<b>9.50%</b>	<b>0.30%</b>	<b>1.90%</b>	<b>40.60%</b>	
12/19/2014	22	10 45.5 %	1 4.5 %	7 31.8 %	1 4.5 %	0 0.0 %	3 13.6 %	10 45.5 %	12 54.5 %
12/20/2013	22	11 50.0 %	2 9.1 %	7 31.8 %	1 4.5 %	0 0.0 %	1 4.5 %	9 40.9 %	13 59.1 %
<b>TOTAL</b>									
12/19/2014	22	10 45.5 %	1 4.5 %	7 31.8 %	1 4.5 %	0 0.0 %	3 13.6 %	10 45.5 %	12 54.5 %
12/20/2013	22	11 50.0 %	2 9.1 %	7 31.8 %	1 4.5 %	0 0.0 %	1 4.5 %	9 40.9 %	13 59.1 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**CITY COMPTROLLER**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	13	8	61.5 %	0	0.0 %	3	23.1 %	2	15.4 %
12/20/2013	11	7	63.6 %	1	9.1 %	2	18.2 %	1	9.1 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	50	17	34.0 %	5	10.0 %	11	22.0 %	16	32.0 %
12/20/2013	48	17	35.4 %	5	10.4 %	11	22.9 %	14	29.2 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	15	2	13.3 %	5	33.3 %	5	33.3 %	2	13.3 %
12/20/2013	15	3	20.0 %	3	20.0 %	6	40.0 %	3	20.0 %
<b>EXEMPT</b>									
12/19/2014	1	0	0.0 %	0	0.0 %	1	100.0 %	0	0.0 %
12/20/2013	1	1	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %
<b>TOTAL</b>									
12/19/2014	79	27	34.2 %	10	12.7 %	20	25.3 %	20	25.3 %
12/20/2013	75	28	37.3 %	9	12.0 %	19	25.3 %	18	24.0 %

 Indicates areas where County Labor Force Availability was not met  
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 Indicates areas where both City Population and County Labor Force Availability were not met

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**CITY CLERK**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.70%</b>	<b>15.70%</b>	<b>9.50%</b>	<b>0.30%</b>	<b>1.90%</b>	<b>40.60%</b>	
12/19/2014	3	2	66.7 %	1 33.3 %	0 0.0 %	0 0.0 %	0 0.0 %	2 66.7 %	1 33.3 %
12/20/2013	3	2	66.7 %	1 33.3 %	0 0.0 %	0 0.0 %	0 0.0 %	2 66.7 %	1 33.3 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.30%</b>	<b>13.70%</b>	<b>15.50%</b>	<b>0.30%</b>	<b>2.20%</b>	<b>50.70%</b>	
12/19/2014	11	4	36.4 %	4 36.4 %	1 9.1 %	2 18.2 %	0 0.0 %	0 0.0 %	10 90.9 %
12/20/2013	11	4	36.4 %	3 27.3 %	3 27.3 %	1 9.1 %	0 0.0 %	0 0.0 %	10 90.9 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>6.10%</b>	<b>27.70%</b>	<b>11.80%</b>	<b>0.30%</b>	<b>2.70%</b>	<b>70.70%</b>	
12/19/2014	29	4	13.8 %	7 24.1 %	12 41.4 %	5 17.2 %	0 0.0 %	1 3.4 %	22 75.9 %
12/20/2013	26	4	15.4 %	5 19.2 %	12 46.2 %	4 15.4 %	0 0.0 %	1 3.8 %	21 80.8 %
<b>EXEMPT</b>									
12/19/2014	1	1	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %
12/20/2013	1	1	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %
<b>TOTAL</b>									
12/19/2014	44	11	25.0 %	12 27.3 %	13 29.5 %	7 15.9 %	0 0.0 %	1 2.3 %	35 79.5 %
12/20/2013	41	11	26.8 %	9 22.0 %	15 36.6 %	5 12.2 %	0 0.0 %	2 4.9 %	34 82.9 %

- Indicates areas where County Labor Force Availability was not met
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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**CITY TREASURER**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	16	14	87.5 %	0	0.0 %	1	6.3 %	1	6.3 %
12/20/2013	15	13	86.7 %	0	0.0 %	1	6.7 %	1	6.7 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	52	18	34.6 %	9	17.3 %	20	38.5 %	5	9.6 %
12/20/2013	52	23	44.2 %	10	19.2 %	16	30.8 %	3	5.8 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	40	11	27.5 %	9	22.5 %	14	35.0 %	6	15.0 %
12/20/2013	40	11	27.5 %	10	25.0 %	15	37.5 %	4	10.0 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/19/2014	10	5	50.0 %	1	10.0 %	3	30.0 %	1	10.0 %
12/20/2013	10	4	40.0 %	2	20.0 %	3	30.0 %	1	10.0 %
<b>TOTAL</b>									
12/19/2014	118	48	40.7 %	19	16.1 %	38	32.2 %	13	11.0 %
12/20/2013	117	51	43.6 %	22	18.8 %	35	29.9 %	9	7.7 %



Indicates areas where County Labor Force Availability was not met



Indicates areas where City Population Availability was not met



Indicates areas where both City Population and County Labor Force Availability were not met

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**COMMISSION FOR ARTS AND CULTURE**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.70%</b>	<b>15.70%</b>	<b>9.50%</b>	<b>0.30%</b>	<b>1.90%</b>	<b>40.60%</b>	
12/19/2014	1	1	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %
12/20/2013	1	1	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.30%</b>	<b>13.70%</b>	<b>15.50%</b>	<b>0.30%</b>	<b>2.20%</b>	<b>50.70%</b>	
12/19/2014	3	2	66.7 %	0 0.0 %	0 0.0 %	1 33.3 %	0 0.0 %	0 0.0 %	1 33.3 %
12/20/2013	3	2	66.7 %	0 0.0 %	0 0.0 %	1 33.3 %	0 0.0 %	0 0.0 %	1 33.3 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>6.10%</b>	<b>27.70%</b>	<b>11.80%</b>	<b>0.30%</b>	<b>2.70%</b>	<b>70.70%</b>	
12/19/2014	1	1	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %
12/20/2013	1	1	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %
<b>TOTAL</b>									
12/19/2014	5	4	80.0 %	0 0.0 %	0 0.0 %	1 20.0 %	0 0.0 %	0 0.0 %	3 60.0 %
12/20/2013	5	4	80.0 %	0 0.0 %	0 0.0 %	1 20.0 %	0 0.0 %	0 0.0 %	3 60.0 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**COMMUNITY AND ECONOMIC DEVELOPMENT**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	5	5	100.0 %	0	0.0 %	0	0.0 %	2	40.0 %
12/20/2013	3	3	100.0 %	0	0.0 %	0	0.0 %	2	66.7 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/19/2014	1	0	0.0 %	0	0.0 %	1	100.0 %	0	0.0 %
12/20/2013	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/19/2014	3	2	66.7 %	1	33.3 %	0	0.0 %	0	0.0 %
12/20/2013	2	1	50.0 %	1	50.0 %	0	0.0 %	0	0.0 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/19/2014	1	0	0.0 %	0	0.0 %	1	100.0 %	0	0.0 %
12/20/2013	1	0	0.0 %	0	0.0 %	1	100.0 %	0	0.0 %
<b>EXEMPT</b>									
12/19/2014	25	7	28.0 %	3	12.0 %	8	32.0 %	4	16.0 %
12/20/2013	21	9	42.9 %	4	19.0 %	4	19.0 %	2	9.5 %
<b>TOTAL</b>									
12/19/2014	35	14	40.0 %	4	11.4 %	10	28.6 %	4	11.4 %
12/20/2013	27	13	48.1 %	5	18.5 %	5	18.5 %	2	7.4 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**COUNCIL**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	9	1	11.1 %	2	22.2 %	6	66.7 %	0	0.0 %
12/20/2013	5	1	20.0 %	1	20.0 %	2	40.0 %	0	0.0 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	7	5	71.4 %	1	14.3 %	1	14.3 %	0	0.0 %
12/20/2013	7	3	42.9 %	0	0.0 %	4	57.1 %	0	0.0 %
<b>EXEMPT</b>									
12/19/2014	89	48	53.9 %	6	6.7 %	21	23.6 %	10	11.2 %
12/20/2013	86	50	58.1 %	5	5.8 %	22	25.6 %	7	8.1 %
<b>TOTAL</b>									
12/19/2014	105	54	51.4 %	9	8.6 %	28	26.7 %	10	9.5 %
12/20/2013	98	54	55.1 %	6	6.1 %	28	28.6 %	7	7.1 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**DEBT MANAGEMENT**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.70%</b>	<b>15.70%</b>	<b>9.50%</b>	<b>0.30%</b>	<b>1.90%</b>	<b>40.60%</b>	
12/19/2014	9	4	44.4 %	1 11.1 %	1 11.1 %	3 33.3 %	0 0.0 %	0 0.0 %	3 33.3 % 6 66.7 %
12/20/2013	9	3	33.3 %	1 11.1 %	2 22.2 %	3 33.3 %	0 0.0 %	0 0.0 %	3 33.3 % 6 66.7 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.30%</b>	<b>13.70%</b>	<b>15.50%</b>	<b>0.30%</b>	<b>2.20%</b>	<b>50.70%</b>	
12/19/2014	7	3	42.9 %	1 14.3 %	0 0.0 %	2 28.6 %	0 0.0 %	1 14.3 %	4 57.1 % 3 42.9 %
12/20/2013	7	3	42.9 %	1 14.3 %	0 0.0 %	2 28.6 %	0 0.0 %	1 14.3 %	4 57.1 % 3 42.9 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>6.10%</b>	<b>27.70%</b>	<b>11.80%</b>	<b>0.30%</b>	<b>2.70%</b>	<b>70.70%</b>	
12/19/2014	2	0	0.0 %	1 50.0 %	0 0.0 %	1 50.0 %	0 0.0 %	0 0.0 %	2 100.0 % 0 0.0 %
12/20/2013	1	0	0.0 %	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %	0 0.0 %	1 100.0 % 0 0.0 %
<b>TOTAL</b>									
12/19/2014	18	7	38.9 %	3 16.7 %	1 5.6 %	6 33.3 %	0 0.0 %	1 5.6 %	9 50.0 % 9 50.0 %
12/20/2013	17	6	35.3 %	2 11.8 %	2 11.8 %	6 35.3 %	0 0.0 %	1 5.9 %	8 47.1 % 9 52.9 %



Indicates areas where County Labor Force Availability was not met



Indicates areas where City Population Availability was not met



Indicates areas where both City Population and County Labor Force Availability were not met

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**DEPARTMENT OF FINANCE**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	1	1	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %
12/20/2013	3	3	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	3 100.0 %	0 0.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	0	0	0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %
12/20/2013	1	1	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	1	1	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %
12/20/2013	0	0	0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %
<b>TOTAL</b>									
12/19/2014	2	2	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	2 100.0 %	0 0.0 %
12/20/2013	4	4	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	3 100.0 %	0 0.0 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**DEVELOPMENT SERVICES**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	16	13	81.3 %	0 <span style="background-color: orange;">0.0 %</span>	1 <span style="background-color: orange;">6.3 %</span>	0 <span style="background-color: orange;">0.0 %</span>	2 <span style="background-color: orange;">12.5 %</span>	0 <span style="background-color: orange;">0.0 %</span>	7 <span style="background-color: blue;">43.8 %</span>
12/20/2013	12	9	75 %	0 <span style="background-color: orange;">0 %</span>	1 <span style="background-color: orange;">8.3 %</span>	0 <span style="background-color: orange;">0 %</span>	2 <span style="background-color: orange;">16.7 %</span>	0 <span style="background-color: orange;">0 %</span>	4 <span style="background-color: orange;">33.3 %</span>
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	181	100	55.2 %	12 <span style="background-color: orange;">6.6 %</span>	32 <span style="background-color: blue;">17.7 %</span>	36 <span style="background-color: orange;">19.9 %</span>	1 <span style="background-color: orange;">0.6 %</span>	0 <span style="background-color: orange;">0.0 %</span>	61 <span style="background-color: orange;">33.7 %</span>
12/20/2013	180	105	58.3 %	13 <span style="background-color: orange;">7.2 %</span>	28 <span style="background-color: blue;">15.6 %</span>	32 <span style="background-color: orange;">17.8 %</span>	1 <span style="background-color: orange;">0.6 %</span>	1 <span style="background-color: orange;">0.6 %</span>	62 <span style="background-color: orange;">34.4 %</span>
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/19/2014	68	26	38.2 %	14 <span style="background-color: orange;">20.6 %</span>	17 <span style="background-color: blue;">25.0 %</span>	9 <span style="background-color: orange;">13.2 %</span>	2 <span style="background-color: orange;">2.9 %</span>	0 <span style="background-color: orange;">0.0 %</span>	30 <span style="background-color: orange;">44.1 %</span>
12/20/2013	68	26	38.2 %	11 <span style="background-color: orange;">16.2 %</span>	19 <span style="background-color: blue;">27.9 %</span>	11 <span style="background-color: green;">16.2 %</span>	1 <span style="background-color: orange;">1.5 %</span>	0 <span style="background-color: orange;">0 %</span>	30 <span style="background-color: orange;">44.1 %</span>
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	68	14	20.6 %	23 <span style="background-color: orange;">33.8 %</span>	19 <span style="background-color: blue;">27.9 %</span>	11 <span style="background-color: orange;">16.2 %</span>	0 <span style="background-color: orange;">0.0 %</span>	1 <span style="background-color: orange;">1.5 %</span>	62 <span style="background-color: orange;">91.2 %</span>
12/20/2013	61	13	21.3 %	24 <span style="background-color: orange;">39.3 %</span>	15 <span style="background-color: orange;">24.6 %</span>	9 <span style="background-color: blue;">14.8 %</span>	0 <span style="background-color: orange;">0 %</span>	0 <span style="background-color: orange;">0 %</span>	54 <span style="background-color: orange;">88.5 %</span>
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/19/2014	75	46	61.3 %	6 <span style="background-color: orange;">8.0 %</span>	15 <span style="background-color: orange;">20.0 %</span>	4 <span style="background-color: orange;">5.3 %</span>	2 <span style="background-color: orange;">2.7 %</span>	2 <span style="background-color: blue;">2.7 %</span>	7 <span style="background-color: blue;">9.3 %</span>
12/20/2013	76	50	65.8 %	5 <span style="background-color: orange;">6.6 %</span>	13 <span style="background-color: orange;">17.1 %</span>	4 <span style="background-color: orange;">5.3 %</span>	2 <span style="background-color: orange;">2.6 %</span>	2 <span style="background-color: blue;">2.6 %</span>	7 <span style="background-color: blue;">9.2 %</span>
<b>TOTAL</b>									
12/19/2014	408	199	48.8 %	55 <span style="background-color: orange;">13.5 %</span>	84 <span style="background-color: orange;">20.6 %</span>	60 <span style="background-color: orange;">14.7 %</span>	7 <span style="background-color: orange;">1.7 %</span>	3 <span style="background-color: orange;">0.7 %</span>	167 <span style="background-color: orange;">40.9 %</span>
12/20/2013	397	203	51.1 %	53 <span style="background-color: orange;">13.4 %</span>	76 <span style="background-color: orange;">19.1 %</span>	56 <span style="background-color: orange;">14.1 %</span>	6 <span style="background-color: orange;">1.5 %</span>	3 <span style="background-color: orange;">0.8 %</span>	157 <span style="background-color: orange;">39.5 %</span>

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**ENVIRONMENTAL SERVICES**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	10	7	70.0 %	0	0.0 %	3	30.0 %	0	0.0 %
12/20/2013	10	7	70.0 %	1	10.0 %	2	20.0 %	0	0.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	105	64	61.0 %	9	8.6 %	17	16.2 %	15	14.3 %
12/20/2013	101	60	59.4 %	8	7.9 %	19	18.8 %	14	13.9 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/19/2014	2	1	50.0 %	0	0.0 %	1	50.0 %	0	0.0 %
12/20/2013	2	1	50.0 %	0	0.0 %	1	50.0 %	0	0.0 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	30	16	53.3 %	3	10.0 %	9	30.0 %	1	3.3 %
12/20/2013	31	18	58.1 %	3	9.7 %	8	25.8 %	2	6.5 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/19/2014	29	16	55.2 %	3	10.3 %	10	34.5 %	0	0.0 %
12/20/2013	29	16	55.2 %	2	6.9 %	11	37.9 %	0	0.0 %
<b>OPERATIVES</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			5.60%	42.60%	14.40%	0.30%	1.50%	26.40%	
12/19/2014	173	19	11.0 %	68	39.3 %	75	43.4 %	10	5.8 %
12/20/2013	171	21	12.3 %	67	39.2 %	71	41.5 %	11	6.4 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/19/2014	38	10	26.3 %	12	31.6 %	14	36.8 %	1	2.6 %
12/20/2013	36	13	36.1 %	11	30.6 %	10	27.8 %	1	2.8 %
<b>SERVICE WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			5.80%	41.50%	11.50%	0.40%	2.30%	56.70%	
12/19/2014	2	0	0.0 %	1	50.0 %	1	50.0 %	0	0.0 %
12/20/2013	2	0	0.0 %	1	50.0 %	1	50.0 %	0	0.0 %

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CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

ENVIRONMENTAL SERVICES

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>TOTAL</b>									
12/19/2014	389	133 34.2 %	96 24.7 %	130 33.4 %	27 6.9 %	1 0.3 %	2 0.5 %	83 21.3 %	306 78.7 %
12/20/2013	382	136 35.6 %	93 24.3 %	123 32.2 %	28 7.3 %	1 0.3 %	0 0.3 %	88 23.0 %	294 77.0 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**ETHICS COMMISSION**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	2	2	100 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 50.0 %	1 50.0 %
12/20/2013	2	2	100 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 50.0 %	1 50.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	3	1	33.3 %	0 0.0 %	2 66.7 %	0 0.0 %	0 0.0 %	3 100.0 %	0 0.0 %
12/20/2013	3	1	33.3 %	0 0.0 %	2 66.7 %	0 0.0 %	0 0.0 %	3 100.0 %	0 0.0 %
<b>TOTAL</b>									
12/19/2014	5	3	60.0 %	0 0.0 %	2 40.0 %	0 0.0 %	0 0.0 %	4 80.0 %	1 20.0 %
12/20/2013	5	3	60 %	0 0.0 %	2 40.0 %	0 0.0 %	0 0.0 %	4 80.0 %	1 20.0 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**FINANCIAL MANAGEMENT**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	7	5 71.4 %	0 0.0 %	1 14.3 %	1 14.3 %	0 0.0 %	0 0.0 %	4 57.1 %	3 42.9 %
12/20/2013	6	4 66.7 %	0 0.0 %	1 16.7 %	1 16.7 %	0 0.0 %	0 0.0 %	3 50.0 %	3 50.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	21	4 19.0 %	1 4.8 %	13 61.9 %	3 14.3 %	0 0.0 %	0 0.0 %	9 42.9 %	12 57.1 %
12/20/2013	20	6 30.0 %	1 5.0 %	10 50.0 %	3 15.0 %	0 0.0 %	0 0.0 %	9 45.0 %	11 55.0 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	1	0 0.0 %	1 100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %
12/20/2013	1	0 0.0 %	1 100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %
<b>TOTAL</b>									
12/19/2014	29	9 31.0 %	2 6.9 %	14 48.3 %	4 13.8 %	0 0.0 %	0 0.0 %	14 48.3 %	15 51.7 %
12/20/2013	27	9 37.0 %	2 7.4 %	11 40.7 %	4 14.8 %	0 0.0 %	0 0.0 %	13 48.1 %	14 51.9 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**FIRE-RESCUE**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	15	10	66.7 %	0	0.0 %	3	20.0 %	2	13.3 %
12/20/2013	11	6	54.5 %	0	0.0 %	3	27.3 %	2	18.2 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	48	20	41.7 %	3	6.3 %	16	33.3 %	8	16.7 %
12/20/2013	51	24	48.0 %	4	8.0 %	13	26.0 %	8	16.0 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/19/2014	12	8	66.7 %	0	0.0 %	2	16.7 %	1	8.3 %
12/20/2013	9	7	77.8 %	0	0.0 %	0	0.0 %	2	22.2 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	86	55	64.0 %	8	9.3 %	18	20.9 %	2	2.3 %
12/20/2013	80	48	60.0 %	8	10.0 %	21	26.3 %	2	2.5 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/19/2014	2	2	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %
12/20/2013	1	1	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/19/2014	1	0	0.0 %	0	0.0 %	1	100.0 %	0	0.0 %
12/20/2013	1	0	0.0 %	0	0.0 %	1	100.0 %	0	0.0 %
<b>1ST-LINE SUPVS/MGRS OF FIRE FT &amp; PREV</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.60%	10.90%	2.20%	2.20%	0.00%	0.60%	
12/19/2014	247	153	61.9 %	21	8.5 %	50	20.2 %	21	8.5 %
12/20/2013	243	153	63.0 %	21	8.6 %	49	20.2 %	19	7.8 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**FIRE-RESCUE**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>FIRE INSPECTORS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			0.00%	3.60%	5.50%	0.00%	7.20%	20.00%	
12/19/2014	31	17 54.8 %	5 16.1 %	4 12.9 %	4 12.9 %	1 3.2 %	0 0.0 %	6 19.4 %	25 80.6 %
12/20/2013	32	17 53.1 %	7 21.9 %	3 9.4 %	4 12.5 %	1 3.1 %	0 0.0 %	6 18.8 %	26 81.3 %
<b>FIRE FIGHTERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			2.10%	23.10%	3.90%	0.40%	2.00%	4.00%	
12/19/2014	571	396 69.4 %	18 3.2 %	104 18.2 %	33 5.8 %	6 1.1 %	14 2.5 %	30 5.3 %	541 94.7 %
12/20/2013	557	384 68.9 %	20 3.6 %	105 18.9 %	35 6.3 %	7 1.3 %	6 1.1 %	33 5.9 %	524 94.1 %
<b>1ST-LINE SUPVS/MGRS OF POLICE &amp; DET</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.70%	20.50%	2.30%	0.00%	0.40%	20.00%	
12/19/2014	1	1 100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %
12/20/2013	0	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %
<b>DETECTIVES &amp; CRIMINAL INVESTIGATORS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			10.00%	27.40%	3.00%	0.90%	3.30%	27.70%	
12/19/2014	1	1 100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %
12/20/2013	0	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %
<b>POLICE OFFICERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.40%	29.10%	6.20%	0.70%	1.40%	16.90%	
12/19/2014	1	1 100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %
12/20/2013	0	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %
<b>LIFEGUARDS &amp; OTHER PROT SERVICE WRKRS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			0.00%	19.20%	5.90%	2.80%	1.40%	31.80%	
12/19/2014	343	291 84.8 %	6 1.7 %	26 7.6 %	11 3.2 %	3 0.9 %	6 1.7 %	58 16.9 %	285 83.1 %
12/20/2013	300	256 85.3 %	5 1.7 %	25 8.3 %	10 3.3 %	2 0.7 %	2 0.7 %	49 16.3 %	251 83.7 %

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CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

FIRE-RESCUE

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>TOTAL</b>									
12/19/2014	1,359	955 70.3 %	61 4.5 %	224 16.5 %	82 6.0 %	12 0.9 %	25 1.8 %	210 15.5 %	1,149 84.5 %
12/20/2013	1,285	896 69.7 %	65 5.1 %	220 17.1 %	82 6.4 %	12 0.9 %	9 0.7 %	199 15.5 %	1,085 84.4 %



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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**HUMAN RESOURCES**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.70%</b>	<b>15.70%</b>	<b>9.50%</b>	<b>0.30%</b>	<b>1.90%</b>	<b>40.60%</b>	
12/19/2014	13	8	61.5 %	4 30.8 %	1 7.7 %	0 0.0 %	0 0.0 %	0 0.0 %	10 76.9 % 3 23.1 %
12/20/2013	15	11	73.3 %	2 13.3 %	2 13.3 %	0 0.0 %	0 0.0 %	0 0.0 %	12 80.0 % 3 20.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.30%</b>	<b>13.70%</b>	<b>15.50%</b>	<b>0.30%</b>	<b>2.20%</b>	<b>50.70%</b>	
12/19/2014	11	7	63.6 %	1 9.1 %	2 18.2 %	1 9.1 %	0 0.0 %	0 0.0 %	8 72.7 % 3 27.3 %
12/20/2013	11	6	54.4 %	1 9.1 %	2 18.2 %	1 9.1 %	1 9.1 %	0 0.0 %	7 63.6 % 4 36.4 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>6.10%</b>	<b>27.70%</b>	<b>11.80%</b>	<b>0.30%</b>	<b>2.70%</b>	<b>70.70%</b>	
12/19/2014	5	1	20.0 %	2 40.0 %	1 20.0 %	1 20.0 %	0 0.0 %	0 0.0 %	5 100.0 % 0 0.0 %
12/20/2013	5	2	40.0 %	2 40.0 %	0 0.0 %	1 20.0 %	0 0.0 %	0 0.0 %	5 100.0 % 0 0.0 %
<b>TOTAL</b>									
12/19/2014	29	16	55.2 %	7 24.1 %	4 13.8 %	2 6.9 %	0 0.0 %	0 0.0 %	23 79.3 % 6 20.7 %
12/20/2013	31	19	61.3 %	5 16.1 %	4 12.9 %	2 6.5 %	1 3.2 %	0 0.0 %	24 77.4 % 7 22.6 %



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CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

INDEPENDENT BUDGET ANALYST

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	9	8 88.9 %	0 0.0 %	1 11.1 %	0 0.0 %	0 0.0 %	0 0.0 %	4 44.4 %	5 55.6 %
12/20/2013	9	8 88.9 %	0 0 %	1 11.1 %	0 0 %	0 0 %	0 0 %	4 44.4 %	5 55.6 %
<b>EXEMPT</b>									
12/19/2014	1	0 0 %	0 0 %	1 100 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
12/20/2013	1	0 0 %	0 0 %	1 100 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>TOTAL</b>									
12/19/2014	10	8 80 %	0 0 %	2 20 %	0 0 %	0 0 %	0 0 %	5 50 %	5 50 %
12/20/2013	10	8 80 %	0 0 %	2 20 %	0 0 %	0 0 %	0 0 %	5 50 %	5 50 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**INFORMATION TECHNOLOGY AND COMMUNICATIONS**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	22	15	68.2 %	1 4.5 %	0 0.0 %	6 27.3 %	0 0.0 %	0 0.0 %	8 36.4 %
12/20/2013	25	16	64.0 %	1 4.0 %	2 8.0 %	6 24.0 %	0 0.0 %	0 0.0 %	6 24.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	25	15	60.0 %	0 0.0 %	5 20.0 %	5 20.0 %	0 0.0 %	0 0.0 %	6 24.0 %
12/20/2013	26	15	57.7 %	0 0.0 %	5 19.2 %	6 23.1 %	0 0.0 %	0 0.0 %	7 26.9 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	5	1	20.0 %	3 60.0 %	1 20.0 %	0 0.0 %	0 0.0 %	0 0.0 %	4 80.0 %
12/20/2013	7	1	14.3 %	3 42.9 %	1 14.3 %	2 28.6 %	0 0.0 %	0 0.0 %	6 85.7 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/19/2014	26	11	42.3 %	2 7.7 %	12 46.2 %	1 3.8 %	0 0.0 %	0 0.0 %	0 0.0 %
12/20/2013	26	11	42.3 %	2 7.7 %	12 46.2 %	1 3.8 %	0 0.0 %	0 0.0 %	1 3.8 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/19/2014	7	2	28.6 %	0 0.0 %	3 42.9 %	2 28.6 %	0 0.0 %	0 0.0 %	0 0.0 %
12/20/2013	6	1	16.7 %	0 0.0 %	3 50.0 %	2 33.3 %	0 0.0 %	0 0.0 %	0 0.0 %
<b>TOTAL</b>									
12/19/2014	85	44	51.8 %	6 7.1 %	21 24.7 %	14 16.5 %	0 0.0 %	0 0.0 %	18 21.2 %
12/20/2013	90	44	48.9 %	6 6.7 %	23 25.6 %	17 18.9 %	0 0.0 %	0 0.0 %	20 22.2 %



Indicates areas where County Labor Force Availability was not met

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**LIBRARY**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	6	5	83.3 %	0 0.0 %	1 16.7 %	0 0.0 %	0 0.0 %	3 50.0 %	3 50.0 %
12/20/2013	7	5	71.4 %	1 14.3 %	1 14.3 %	0 0.0 %	0 0.0 %	4 57.1 %	3 42.9 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	255	146	57.3 %	19 7.5 %	38 14.9 %	48 18.8 %	1 0.4 %	3 1.2 %	187 73.3 %
12/20/2013	207	130	62.8 %	14 6.8 %	26 12.6 %	36 17.4 %	0 0.0 %	1 0.5 %	151 72.9 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	386	157	40.7 %	38 9.8 %	83 21.5 %	90 23.3 %	5 1.3 %	13 3.4 %	257 66.6 %
12/20/2013	318	129	40.6 %	36 11.3 %	58 18.2 %	87 27.4 %	6 1.9 %	2 0.6 %	212 66.7 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/19/2014	1	0	0.0 %	0 0.0 %	1 100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %
12/20/2013	1	0	0.0 %	0 0.0 %	1 100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/19/2014	6	1	16.7 %	0 0.0 %	5 83.3 %	0 0.0 %	0 0.0 %	0 0.0 %	2 33.3 %
12/20/2013	6	1	16.7 %	0 0.0 %	5 83.3 %	0 0.0 %	0 0.0 %	0 0.0 %	2 33.3 %
<b>SERVICE WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			5.80%	41.50%	11.50%	0.40%	2.30%	56.70%	
12/19/2014	6	1	16.7 %	0 0.0 %	5 83.3 %	0 0.0 %	0 0.0 %	2 33.3 %	4 66.7 %
12/20/2013	2	0	0.0 %	0 0.0 %	2 100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	2 100.0 %
<b>TOTAL</b>									
12/19/2014	660	310	47.0 %	57 8.6 %	133 20.2 %	138 20.9 %	6 0.9 %	16 2.4 %	451 68.3 %
12/20/2013	541	264	48.8 %	51 9.4 %	93 17.2 %	122 22.6 %	6 1.1 %	3 0.6 %	369 68.2 %



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CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

MAYOR'S SPECIAL EVENTS

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	2	1 50 %	0 0 %	1 50 %	0 0 %	0 0 %	0 0 %	2 100 %	0 0 %
12/20/2013	2	1 50 %	0 0 %	1 50 %	0 0 %	0 0 %	0 0 %	2 100 %	0 0 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	0	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %
12/20/2013	1	1 100 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	1 100 %	0 0 %
<b>TOTAL</b>									
12/19/2014	2	1 50.0 %	0 0.0 %	1 50.0 %	0 0.0 %	0 0.0 %	0 0.0 %	2 100.0 %	0 0.0 %
12/20/2013	3	2 66.7 %	0 0 %	1 33.3 %	0 0 %	0 0 %	0 0 %	3 100 %	0 0 %



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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**OFFICE OF THE MAYOR**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.70%</b>	<b>15.70%</b>	<b>9.50%</b>	<b>0.30%</b>	<b>1.90%</b>	<b>40.60%</b>	
12/19/2014	10	8	80.0 %	1	10.0 %	1	10.0 %	0	0.0 %
12/20/2013	4	3	75.0 %	0	0.0 %	1	25.0 %	0	0.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.30%</b>	<b>13.70%</b>	<b>15.50%</b>	<b>0.30%</b>	<b>2.20%</b>	<b>50.70%</b>	
12/19/2014	2	2	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %
12/20/2013	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>6.10%</b>	<b>27.70%</b>	<b>11.80%</b>	<b>0.30%</b>	<b>2.70%</b>	<b>70.70%</b>	
12/19/2014	5	2	40.0 %	2	40.0 %	0	0.0 %	1	20.0 %
12/20/2013	2	1	50.0 %	1	50.0 %	0	0.0 %	0	0.0 %
<b>EXEMPT</b>									
12/19/2014	2	2	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %
12/20/2013	1	1	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %
<b>TOTAL</b>									
12/19/2014	19	14	73.7 %	3	15.8 %	1	5.3 %	1	5.3 %
12/20/2013	7	5	71.4 %	1	14.3 %	1	14.3 %	0	0.0 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**PARK AND RECREATION**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	11	7	63.6 %	2	18.2 %	2	18.2 %	0	0.0 %
12/20/2013	8	7	87.5 %	1	12.5 %	0	0.0 %	0	0.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	87	45	51.7 %	8	9.2 %	20	23.0 %	11	12.6 %
12/20/2013	87	48	55.2 %	8	9.2 %	19	21.8 %	9	10.3 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/19/2014	2	2	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %
12/20/2013	1	1	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	60	29	48.3 %	9	15.0 %	14	23.3 %	7	11.7 %
12/20/2013	58	27	46.6 %	9	15.5 %	16	27.6 %	6	10.3 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/19/2014	31	8	25.8 %	3	9.7 %	16	51.6 %	4	12.9 %
12/20/2013	33	9	27.3 %	4	12.1 %	16	48.5 %	4	12.1 %
<b>OPERATIVES</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			5.60%	42.60%	14.40%	0.30%	1.50%	26.40%	
12/19/2014	19	6	31.6 %	4	21.1 %	6	31.6 %	2	10.5 %
12/20/2013	21	7	33.3 %	3	14.3 %	8	38.1 %	2	9.5 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/19/2014	423	92	21.7 %	86	20.3 %	216	51.1 %	23	5.4 %
12/20/2013	413	96	23.2 %	81	19.6 %	208	50.4 %	24	5.8 %
<b>LIFEGUARDS &amp; OTHER PROT SERVICE WRKRS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			0.00%	19.20%	5.90%	2.80%	1.40%	31.80%	
12/19/2014	213	128	60.1 %	5	2.3 %	63	29.6 %	11	5.2 %
12/20/2013	211	125	59.2 %	7	3.3 %	63	29.9 %	12	5.7 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**PARK AND RECREATION**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>SERVICE WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			5.80%	41.50%	11.50%	0.40%	2.30%	56.70%	
12/19/2014	422	117 27.7 %	118 28.0 %	131 31.0 %	40 9.5 %	3 0.7 %	13 3.1 %	206 48.8 %	216 51.2 %
12/20/2013	427	128 30.0 %	119 27.9 %	129 30.2 %	40 9.4 %	2 0.5 %	9 2.1 %	220 51.5 %	207 48.5 %
<b>TOTAL</b>									
12/19/2014	1,268	434 34.2 %	235 18.5 %	468 36.9 %	98 7.7 %	11 0.9 %	22 1.7 %	441 34.8 %	827 65.2 %
12/20/2013	1,260	449 35.6 %	232 18.4 %	459 36.4 %	97 7.9 %	10 0.8 %	13 1.0 %	455 36.1 %	805 63.9 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**PERSONNEL**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.70%</b>	<b>15.70%</b>	<b>9.50%</b>	<b>0.30%</b>	<b>1.90%</b>	<b>40.60%</b>	
12/19/2014	11	6	54.5 %	2	18.2 %	2	18.2 %	1	9.1 %
12/20/2013	7	4	57.1 %	2	28.6 %	0	0 %	1	14.3 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.30%</b>	<b>13.70%</b>	<b>15.50%</b>	<b>0.30%</b>	<b>2.20%</b>	<b>50.70%</b>	
12/19/2014	27	6	22.2 %	7	25.9 %	10	37.0 %	2	7.4 %
12/20/2013	30	10	33.3 %	6	20 %	10	33.3 %	3	10 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>6.10%</b>	<b>27.70%</b>	<b>11.80%</b>	<b>0.30%</b>	<b>2.70%</b>	<b>70.70%</b>	
12/19/2014	41	15	36.6 %	11	26.8 %	9	22.0 %	4	9.8 %
12/20/2013	28	11	39.3 %	6	21.4 %	7	25 %	3	10.7 %
<b>TOTAL</b>									
12/19/2014	79	27	34.2 %	20	25.3 %	21	26.6 %	7	8.9 %
12/20/2013	65	25	38.5 %	14	21.5 %	17	26.2 %	7	10.8 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**PLANNING**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>									
12/19/2014	23	15	65.2 %	1	4.3 %	5	21.7 %	2	8.7 %
12/20/2013	23	15	65.2 %	1	4.3 %	5	21.7 %	2	8.7 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>									
12/19/2014	79	46	58.2 %	9	11.4 %	14	17.7 %	9	11.4 %
12/20/2013	67	39	58.2 %	8	11.9 %	11	16.4 %	7	10.4 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>									
12/19/2014	5	0	0.0 %	1	20.0 %	2	40.0 %	2	40.0 %
12/20/2013	4	0	0 %	1	25 %	2	50 %	1	25 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>									
12/19/2014	8	3	37.5 %	1	12.5 %	3	37.5 %	1	12.5 %
12/20/2013	5	3	60 %	0	0 %	1	20 %	1	20 %
<b>TOTAL</b>									
12/19/2014	115	64	55.7 %	12	10.4 %	24	20.9 %	14	12.2 %
12/20/2013	99	57	57.6 %	10	10.1 %	19	19.2 %	11	11.1 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**POLICE**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	8	5	62.5 %	0 0.0 %	3 37.5 %	0 0.0 %	0 0.0 %	6 75.0 %	2 25.0 %
12/20/2013	7	4	57.1 %	0 0.0 %	3 42.9 %	0 0.0 %	0 0.0 %	4 57.1 %	3 42.9 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	105	54	51.4 %	8 7.6 %	17 16.2 %	25 23.8 %	1 1.0 %	0 0.0 %	58 55.2 %
12/20/2013	99	54	54.5 %	8 8.1 %	14 14.1 %	22 22.2 %	1 1.0 %	0 0.0 %	52 52.5 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/19/2014	40	21	52.5 %	3 7.5 %	11 27.5 %	5 12.5 %	0 0.0 %	0 0.0 %	29 72.5 %
12/20/2013	38	21	55.3 %	3 7.9 %	9 23.7 %	5 13.2 %	0 0.0 %	0 0.0 %	27 71.1 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	489	212	43.4 %	60 12.3 %	145 29.7 %	60 12.3 %	7 1.4 %	5 1.0 %	328 67.1 %
12/20/2013	497	218	43.9 %	68 13.7 %	142 28.6 %	60 12.1 %	7 1.4 %	2 0.4 %	337 67.8 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/19/2014	2	2	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	2 100.0 %
12/20/2013	2	1	50.0 %	0 0.0 %	1 50.0 %	0 0.0 %	0 0.0 %	0 0.0 %	2 100.0 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/19/2014	4	0	0.0 %	1 25.0 %	2 50.0 %	1 25.0 %	0 0.0 %	0 0.0 %	0 0.0 %
12/20/2013	5	1	20.0 %	1 20.0 %	2 40.0 %	1 20.0 %	0 0.0 %	0 0.0 %	5 100.0 %
<b>1ST-LINE SUPVS/MGRS OF POLICE &amp; DET</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.70%	20.50%	2.30%	0.00%	0.40%	20.00%	
12/19/2014	318	217	68.2 %	20 6.3 %	59 18.6 %	22 6.9 %	0 0.0 %	0 0.0 %	41 12.9 %
12/20/2013	328	225	68.6 %	26 7.9 %	57 17.4 %	20 6.1 %	0 0.0 %	0 0.0 %	38 11.6 %
<b>DETECTIVES &amp; CRIMINAL INVESTIGATORS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			10.00%	27.40%	3.00%	0.90%	3.30%	27.70%	
12/19/2014	261	169	64.8 %	22 8.4 %	55 21.1 %	13 5.0 %	2 0.8 %	0 0.0 %	75 28.7 %
12/20/2013	287	185	64.5 %	24 8.4 %	61 21.3 %	15 5.2 %	2 0.7 %	0 0.0 %	78 27.2 %

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CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY

POLICE

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>POLICE OFFICERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>4.40%</b>	<b>29.10%</b>	<b>6.20%</b>	<b>0.70%</b>	<b>1.40%</b>	<b>16.90%</b>	
12/19/2014	1,275	802	62.9 %	79	6.2 %	270	21.2 %	116	9.1 %
12/20/2013	1,254	807	64.4 %	72	5.7 %	250	19.9 %	117	9.3 %
<b>TOTAL</b>									
12/19/2014	2,502	1,482	59.2 %	193	7.7 %	562	22.5 %	242	9.7 %
12/20/2013	2,517	1,516	60.2 %	202	8.0 %	539	21.4 %	240	9.5 %

 Indicates areas where County Labor Force Availability was not met

 Indicates areas where City Population Availability was not met

 Indicates areas where both City Population and County Labor Force Availability were not met

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**PUBLIC UTILITIES (METROPOLITAN WASTEWATER)**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	27	23	85.2 %	2 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">7.4 %</span>	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	2 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">7.4 %</span>	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	14 51.9 % 13 48.1 %
12/20/2013	10	7	70.0 %	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	3 30.0 %	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	5 50.0 % 5 50.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	422	186	44.1 %	41 9.7 %	94 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">22.3 %</span>	94 22.3 %	5 1.2 %	2 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.5 %</span>	174 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">41.2 %</span> 248 58.8 %
12/20/2013	258	133	51.6 %	12 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">4.7 %</span>	56 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">21.7 %</span>	53 20.5 %	1 0.4 %	3 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">1.2 %</span>	105 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">40.7 %</span> 153 59.3 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/19/2014	103	35	34.0 %	16 15.5 %	27 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">26.2 %</span>	23 22.3 %	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	2 1.9 %	39 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">37.9 %</span> 64 62.1 %
12/20/2013	58	17	29.3 %	9 15.5 %	16 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">27.6 %</span>	16 27.6 %	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	0 0.0 %	21 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">36.2 %</span> 37 63.8 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	138	36	26.1 %	50 36.2 %	35 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">25.4 %</span>	14 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">10.1 %</span>	1 0.7 %	2 1.4 %	114 82.6 % 24 17.4 %
12/20/2013	50	19	38.0 %	15 30.0 %	9 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">18.0 %</span>	7 14.0 %	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	0 0.0 %	37 74.0 % 13 26.0 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/19/2014	207	73	35.3 %	52 25.1 %	46 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">22.2 %</span>	34 16.4 %	1 0.5 %	1 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">0.5 %</span>	20 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">9.7 %</span> 187 90.3 %
12/20/2013	196	66	33.7 %	47 24.0 %	42 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">21.4 %</span>	40 20.4 %	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	1 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.5 %</span>	20 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">10.2 %</span> 176 89.8 %
<b>OPERATIVES</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			5.60%	42.60%	14.40%	0.30%	1.50%	26.40%	
12/19/2014	5	0	0.0 %	3 60.0 %	2 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">40.0 %</span>	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span> 5 100.0 %
12/20/2013	4	0	0.0 %	2 50.0 %	2 50.0 %	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span> 4 100.0 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/19/2014	370	69	18.6 %	145 39.2 %	118 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">31.9 %</span>	34 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">9.2 %</span>	2 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">0.5 %</span>	2 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.5 %</span>	40 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">10.8 %</span> 330 89.2 %
12/20/2013	187	33	17.6 %	63 33.7 %	60 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">32.1 %</span>	30 16.0 %	1 <span style="background-color: #6aa84f; color: white; padding: 2px 5px;">0.5 %</span>	0 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">0.0 %</span>	14 <span style="background-color: #ffd700; color: black; padding: 2px 5px;">7.5 %</span> 173 92.5 %
<b>TOTAL</b>									
12/19/2014	1,272	422	33.2 %	309 24.3 %	322 25.3 %	201 15.8 %	9 0.7 %	9 0.7 %	401 31.5 % 871 68.5 %
12/20/2013	763	275	36.0 %	148 19.4 %	185 24.2 %	149 19.5 %	2 0.3 %	4 0.5 %	202 26.5 % 561 73.5 %

Indicates areas where County Labor Force Availability was not met  
 Indicates areas where City Population Availability was not met  
 Indicates areas where both City Population and County Labor Force Availability were not met

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**PUBLIC UTILITIES (WATER)**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	2	1	50.0 %	0 0.0 %	1 50.0 %	0 0.0 %	0 0.0 %	0 0.0 %	2 100.0 %
12/20/2013	14	11	78.6 %	1 7.1 %	2 14.3 %	0 0.0 %	0 0.0 %	5 35.7 %	9 64.3 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	28	6	21.4 %	2 7.1 %	13 46.4 %	5 17.9 %	0 0.0 %	2 7.1 %	10 35.7 %
12/20/2013	187	69	36.9 %	33 17.6 %	43 23.0 %	40 21.4 %	2 1.1 %	0 0.0 %	70 37.4 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/19/2014	3	2	66.7 %	0 0.0 %	1 33.3 %	0 0.0 %	0 0.0 %	1 33.3 %	2 66.7 %
12/20/2013	34	12	35.3 %	9 26.5 %	10 29.4 %	3 8.8 %	0 0.0 %	0 0.0 %	12 35.3 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	2	1	50.0 %	1 50.0 %	0 0.0 %	0 0.0 %	0 0.0 %	2 100.0 %	0 0.0 %
12/20/2013	94	16	17.0 %	40 42.6 %	23 24.5 %	12 12.8 %	2 2.1 %	1 1.1 %	82 87.2 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/19/2014	51	24	47.1 %	9 17.6 %	9 17.6 %	8 15.7 %	1 2.0 %	5 9.8 %	46 90.2 %
12/20/2013	61	27	44.3 %	14 23 %	9 14.8 %	9 14.8 %	2 3.3 %	5 8.2 %	56 91.8 %
<b>OPERATIVES</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			5.60%	42.60%	14.40%	0.30%	1.50%	26.40%	
12/19/2014	0	0	0.0 %	0 0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %
12/20/2013	1	0	0.0 %	1 100 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/19/2014	107	40	37.4 %	21 19.6 %	42 39.3 %	4 3.7 %	0 0.0 %	20 18.7 %	87 81.3 %
12/20/2013	297	74	24.9 %	100 33.7 %	108 36.4 %	14 4.7 %	0 0.0 %	1 0.3 %	46 15.5 %
<b>LIFEGUARDS &amp; OTHER PROT SERVICE WRKRS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			0.00%	19.20%	5.90%	2.80%	1.40%	31.80%	
12/19/2014	5	4	80.0 %	0 0.0 %	1 20.0 %	0 0.0 %	0 0.0 %	0 0.0 %	5 100.0 %
12/20/2013	7	6	85.7 %	0 0 %	1 14.3 %	0 0.0 %	0 0.0 %	0 0.0 %	7 100.0 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**PUBLIC UTILITIES (WATER)**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>TOTAL</b>									
12/19/2014	198	78 39.4 %	33 16.7 %	67 33.8 %	17 8.6 %	1 0.5 %	2 1.0 %	38 19.2 %	160 80.8 %
12/20/2013	695	215 30.9 %	198 28.5 %	196 28.2 %	78 11.2 %	6 0.9 %	2 0.3 %	220 31.7 %	475 68.3 %



Indicates areas where County Labor Force Availability was not met



Indicates areas where City Population Availability was not met



Indicates areas where both City Population and County Labor Force Availability were not met

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**PUBLIC WORKS (ENGINEERING AND CAPITAL PROJECTS)**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	9	7	77.8 %	0 0.0 %	2 22.2 %	0 0.0 %	0 0.0 %	5 55.6 %	4 44.4 %
12/20/2013	7	6	85.7 %	0 0.0 %	1 14.3 %	0 0.0 %	0 0.0 %	2 28.6 %	5 71.4 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	355	177	49.9 %	15 4.2 %	67 18.9 %	92 25.9 %	2 0.6 %	2 0.6 %	110 31.0 %
12/20/2013	355	178	50.1 %	15 4.2 %	68 19.2 %	91 25.6 %	2 0.6 %	1 0.3 %	109 30.7 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/19/2014	88	39	44.3 %	8 9.1 %	15 17.0 %	26 29.5 %	0 0.0 %	0 0.0 %	15 17.0 %
12/20/2013	82	39	47.6 %	6 7.3 %	12 14.6 %	24 29.3 %	1 1.2 %	0 0.0 %	18 22.0 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	25	6	24.0 %	4 16.0 %	8 32.0 %	6 24.0 %	1 4.0 %	0 0.0 %	23 92.0 %
12/20/2013	26	7	26.9 %	4 15.4 %	9 34.6 %	5 19.2 %	1 3.8 %	0 0.0 %	24 92.3 %
<b>TOTAL</b>									
12/19/2014	477	229	48.0 %	27 5.7 %	92 19.3 %	124 26.0 %	3 0.6 %	2 0.4 %	153 32.1 %
12/20/2013	470	230	48.9 %	25 5.3 %	90 19.1 %	120 25.5 %	4 0.9 %	1 0.2 %	153 32.6 %



Indicates areas where County Labor Force Availability was not met

Indicates areas where City Population Availability was not met

Indicates areas where both City Population and County Labor Force Availability were not met

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**PUBLIC WORKS (GENERAL SERVICES)**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	4	3	75.0 %	0	0.0 %	1	25.0 %	0	0.0 %
12/20/2013	3	3	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	18	8	44.4 %	2	11.1 %	3	16.7 %	5	27.8 %
12/20/2013	17	7	41.2 %	2	11.8 %	3	17.6 %	5	29.4 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/19/2014	7	4	57.1 %	0	0.0 %	2	28.6 %	1	14.3 %
12/20/2013	9	5	55.6 %	0	0.0 %	3	33.3 %	1	11.1 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	19	8	42.1 %	3	15.8 %	7	36.8 %	1	5.3 %
12/20/2013	21	9	42.9 %	4	19.0 %	7	33.3 %	1	4.8 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/19/2014	207	88	42.5 %	19	9.2 %	77	37.2 %	19	9.2 %
12/20/2013	200	90	45.0 %	19	9.5 %	70	35.0 %	18	9.0 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/19/2014	39	10	25.6 %	4	10.3 %	22	56.4 %	3	7.7 %
12/20/2013	44	13	29.5 %	5	11.4 %	23	52.3 %	3	6.8 %
<b>SERVICE WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			5.80%	41.50%	11.50%	0.40%	2.30%	56.70%	
12/19/2014	9	1	11.1 %	3	33.3 %	5	55.6 %	0	0.0 %
12/20/2013	9	1	11.1 %	3	33.3 %	5	55.6 %	0	0.0 %
<b>TOTAL</b>									
12/19/2014	303	122	40.3 %	31	10.2 %	117	38.6 %	29	9.6 %
12/20/2013	303	128	42.2 %	33	10.9 %	111	36.6 %	28	9.2 %

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	Indicates areas where City Population Availability was not met
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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**PURCHASING AND CONTRACTING**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.70%</b>	<b>15.70%</b>	<b>9.50%</b>	<b>0.30%</b>	<b>1.90%</b>	<b>40.60%</b>	
12/19/2014	4	1	25.0 %	2	50.0 %	1	25.0 %	0	0.0 %
12/20/2013	3	1	33.3 %	2	66.7 %	0	0.0 %	0	0.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.30%</b>	<b>13.70%</b>	<b>15.50%</b>	<b>0.30%</b>	<b>2.20%</b>	<b>50.70%</b>	
12/19/2014	36	17	47.2 %	9	25.0 %	8	22.2 %	2	5.6 %
12/20/2013	24	13	54.2 %	8	33.3 %	2	8.3 %	1	4.2 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>6.10%</b>	<b>27.70%</b>	<b>11.80%</b>	<b>0.30%</b>	<b>2.70%</b>	<b>70.70%</b>	
12/19/2014	31	7	22.6 %	9	29.0 %	8	25.8 %	5	16.1 %
12/20/2013	34	10	29.4 %	7	20.6 %	9	26.5 %	7	20.6 %
<b>TOTAL</b>									
12/19/2014	71	25	35.2 %	20	28.2 %	17	23.9 %	7	9.9 %
12/20/2013	61	24	39.3 %	17	27.9 %	11	18.0 %	8	13.1 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**QUALCOMM STADIUM**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	1	1	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %
12/20/2013	2	2	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	2 100.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	3	2	66.7 %	0 0.0 %	1 33.3 %	0 0.0 %	0 0.0 %	2 66.7 %	1 33.3 %
12/20/2013	2	2	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 50.0 %	1 50.0 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	2	1	50.0 %	0 0.0 %	0 0.0 %	1 50.0 %	0 0.0 %	2 100.0 %	0 0.0 %
12/20/2013	1	1	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %	0 0.0 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/19/2014	8	5	62.5 %	0 0.0 %	2 25.0 %	0 0.0 %	1 12.5 %	0 0.0 %	8 100.0 %
12/20/2013	8	5	62.5 %	0 0.0 %	2 25.0 %	0 0.0 %	1 12.5 %	0 0.0 %	8 100.0 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/19/2014	21	5	23.8 %	5 23.8 %	10 47.6 %	1 4.8 %	0 0.0 %	0 0.0 %	21 100.0 %
12/20/2013	20	5	25.0 %	5 25.0 %	9 45.0 %	1 5.0 %	0 0.0 %	0 0.0 %	20 100.0 %
<b>SERVICE WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			5.80%	41.50%	11.50%	0.40%	2.30%	56.70%	
12/19/2014	0	0	0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %
12/20/2013	1	0	0.0 %	0 0.0 %	1 100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 100.0 %
<b>TOTAL</b>									
12/19/2014	35	14	40.0 %	5 14.3 %	13 37.1 %	2 5.7 %	1 2.9 %	0 0.0 %	4 11.4 %
12/20/2013	34	15	44.1 %	5 14.7 %	12 35.3 %	1 2.9 %	1 2.9 %	0 0.0 %	2 5.9 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**REAL ESTATE ASSETS**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	9	9	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %
12/20/2013	9	9	100.0 %	0	0.0 %	0	0.0 %	2	22.2 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	22	17	77.3 %	0	0.0 %	2	9.1 %	3	13.6 %
12/20/2013	21	17	81.0 %	0	0.0 %	1	4.8 %	3	14.3 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	4	0	0.0 %	0	0.0 %	2	50.0 %	1	25.0 %
12/20/2013	8	3	37.5 %	0	0.0 %	2	25.0 %	2	25.0 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/19/2014	1	0	0.0 %	1	100.0 %	0	0.0 %	0	0.0 %
12/20/2013	1	0	0.0 %	1	100.0 %	0	0.0 %	0	0.0 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/19/2014	8	3	37.5 %	1	12.5 %	4	50.0 %	0	0.0 %
12/20/2013	10	5	50.0 %	1	10.0 %	4	40.0 %	0	0.0 %
<b>TOTAL</b>									
12/19/2014	44	29	65.9 %	2	4.5 %	8	18.2 %	4	9.1 %
12/20/2013	49	34	69.4 %	2	4.1 %	7	14.3 %	5	10.2 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**RETIREMENT**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.70%</b>	<b>15.70%</b>	<b>9.50%</b>	<b>0.30%</b>	<b>1.90%</b>	<b>40.60%</b>	
12/19/2014	18	14	77.8 %	0	0.0 %	1	5.6 %	2	11.1 %
12/20/2013	20	15	75.0 %	0	0.0 %	2	10.0 %	2	10.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>3.30%</b>	<b>13.70%</b>	<b>15.50%</b>	<b>0.30%</b>	<b>2.20%</b>	<b>50.70%</b>	
12/19/2014	21	4	19.0 %	2	9.5 %	7	33.3 %	8	38.1 %
12/20/2013	18	4	22.2 %	2	11.1 %	6	33.3 %	5	27.8 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			<b>6.10%</b>	<b>27.70%</b>	<b>11.80%</b>	<b>0.30%</b>	<b>2.70%</b>	<b>70.70%</b>	
12/19/2014	15	3	20.0 %	6	40.0 %	4	26.7 %	2	13.3 %
12/20/2013	22	4	18.2 %	6	27.3 %	6	27.3 %	6	27.3 %
<b>TOTAL</b>									
12/19/2014	54	21	38.9 %	8	14.8 %	12	22.2 %	12	22.2 %
12/20/2013	60	23	38.3 %	8	13.3 %	14	23.3 %	13	21.7 %



Indicates areas where County Labor Force Availability was not met



Indicates areas where City Population Availability was not met



Indicates areas where both City Population and County Labor Force Availability were not met

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**RISK MANAGEMENT**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	2	1	50.0 %	0	0.0 %	1	50.0 %	0	50.0 %
12/20/2013	2	1	50.0 %	0	0.0 %	1	50.0 %	0	50.0 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	48	27	56.3 %	6	12.5 %	6	12.5 %	9	18.8 %
12/20/2013	48	27	56.3 %	6	12.5 %	6	12.5 %	9	18.8 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/19/2014	4	1	25.0 %	2	50.0 %	1	25.0 %	0	0.0 %
12/20/2013	4	1	25.0 %	2	50.0 %	1	25.0 %	0	0.0 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	22	2	9.1 %	6	27.3 %	5	22.7 %	9	40.9 %
12/20/2013	22	2	9.1 %	6	27.3 %	5	22.7 %	9	40.9 %
<b>TOTAL</b>									
12/19/2014	76	31	40.8 %	14	18.4 %	13	17.1 %	18	23.7 %
12/20/2013	76	31	40.8 %	14	18.4 %	13	17.1 %	18	23.7 %

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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**SPECIAL PROJECTS**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	1	1	100.0 %	0	0.0 %	0	0.0 %	0	100.0 %
12/20/2013	1	1	100.0 %	0	0.0 %	0	0.0 %	0	100.0 %
<b>TOTAL</b>									
12/19/2014	1	1	100.0 %	0	0.0 %	0	0.0 %	0	100.0 %
12/20/2013	1	1	100.0 %	0	0.0 %	0	0.0 %	0	100.0 %



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**CITY DEPARTMENTS BY OCCUPATIONAL CATEGORY**

**TRANSPORTATION/STORM WATER**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER	FEMALE	MALE
<b>OFFICIALS AND MANAGERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.70%	15.70%	9.50%	0.30%	1.90%	40.60%	
12/19/2014	7	7	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	2 28.6 %	5 71.4 %
12/20/2013	6	6	100.0 %	0 0.0 %	0 0.0 %	0 0.0 %	0 0.0 %	1 16.7 %	5 83.3 %
<b>PROFESSIONALS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.30%	13.70%	15.50%	0.30%	2.20%	50.70%	
12/19/2014	132	65	49.2 %	8 6.1 %	34 25.8 %	24 18.2 %	0 0.0 %	1 0.8 %	48 36.4 %
12/20/2013	131	67	51.1 %	7 5.3 %	32 24.4 %	24 18.3 %	0 0.0 %	1 0.8 %	48 36.6 %
<b>TECHNICIANS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			4.90%	17.50%	22.20%	0.20%	2.80%	47.10%	
12/19/2014	9	4	44.4 %	1 11.1 %	1 11.1 %	1 11.1 %	1 11.1 %	3 33.3 %	6 66.7 %
12/20/2013	7	1	14.3 %	1 14.3 %	3 42.9 %	2 28.6 %	0 0.0 %	0 0.0 %	1 14.3 %
<b>ADMINISTRATIVE SUPPORT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			6.10%	27.70%	11.80%	0.30%	2.70%	70.70%	
12/19/2014	43	9	20.9 %	10 23.3 %	17 39.5 %	6 14.0 %	0 0.0 %	1 2.3 %	35 81.4 %
12/20/2013	39	10	25.6 %	11 28.2 %	15 38.5 %	3 7.7 %	0 0.0 %	0 0.0 %	30 76.9 %
<b>CRAFT WORKERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.80%	37.90%	6.90%	0.50%	1.70%	4.60%	
12/19/2014	80	26	32.5 %	12 15.0 %	34 42.5 %	7 8.8 %	0 0.0 %	1 1.3 %	1 1.3 %
12/20/2013	80	24	30.0 %	13 16.3 %	34 42.5 %	7 8.8 %	1 1.3 %	1 1.3 %	1 1.3 %
<b>OPERATIVES</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			5.60%	42.60%	14.40%	0.30%	1.50%	26.40%	
12/19/2014	55	5	9.1 %	25 45.5 %	22 40.0 %	2 3.6 %	1 1.8 %	0 0.0 %	7 12.7 %
12/20/2013	48	3	6.3 %	24 50.0 %	20 41.7 %	0 0.0 %	1 2.1 %	0 0.0 %	6 12.5 %
<b>LABORERS AND HELPERS</b>									
<b>COUNTY LABOR FORCE AVAILABILITY</b>			3.10%	60.50%	4.40%	0.60%	1.50%	10.60%	
12/19/2014	123	21	17.1 %	33 26.8 %	60 48.8 %	8 6.5 %	1 0.8 %	0 0.0 %	20 16.3 %
12/20/2013	109	22	20.2 %	35 32.1 %	45 41.3 %	6 5.5 %	1 0.9 %	0 0.0 %	19 17.4 %
<b>TOTAL</b>									
12/19/2014	449	137	30.5 %	89 19.8 %	168 37.4 %	48 10.7 %	3 0.7 %	4 0.9 %	116 25.8 %
12/20/2013	420	133	31.7 %	91 21.7 %	149 35.5 %	42 10.0 %	3 0.7 %	2 0.5 %	106 25.2 %

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**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
PERSONNEL DEPARTMENT**

**HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS  
12/21/2013 through 12/19/2014**

**FIRE-RESCUE**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER
<b>1ST-Line Supvs/Mgrs of Fire FT &amp; Prev</b>							
Hired	1	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Promoted (into category)	18	9 50.0%	2 11.1%	4 22.2%	2 11.1%	1 5.6%	0 0.0%
Promoted (within category)	2	2 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Separated	14	9 64.3%	2 14.3%	3 21.4%	0 0.0%	0 0.0%	0 0.0%
<b>Fire Inspectors</b>							
Promotion (into category)	1	0 0.0%	0 0.0%	1 100.0%	0 0.0%	0 0.0%	0 0.0%
Separated	2	0 0.0%	2 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
<b>Fire Fighters</b>							
Hired	60	39 65.0%	0 0.0%	11 18.3%	2 3.3%	0 0.0%	8 13.3%
Promoted (into category)	3	0 0.0%	1 33.3%	1 33.3%	0 0.0%	0 0.0%	1 33.3%
Promoted (within category)	81	58 71.6%	1 1.2%	11 13.6%	7 8.6%	0 0.0%	4 4.9%
Demoted (within category)	3	3 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Separated	32	22 68.8%	1 3.1%	7 21.9%	2 6.3%	0 0.0%	0 0.0%
<b>Lifeguards &amp; Other Prot Service Wrkers</b>							
Hired	56	45 80.4%	1 1.8%	3 5.4%	2 3.6%	1 1.8%	4 7.1%
Promoted (into category)	3	3 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Promoted (within category)	2	2 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Demoted (within category)	3	3 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Separated	11	8 72.7%	0 0.0%	2 18.2%	1 9.1%	0 0.0%	0 0.0%

Into Category: Promotions into a higher category

Within Category: Promotions within the same category

NOTE: Promotions via the Career Advancement program are not included

**CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION  
PERSONNEL DEPARTMENT**

**HIRES/PROMOTIONS/DEMOTIONS/SEPARATIONS  
12/21/2013 through 12/19/2014**

**POLICE**

	TOTAL	WHITES	BLACKS OR AFRICAN AMERICAN	HISPANIC OR LATINOS	ASIANS & PACIFIC ISLANDER	AMERICAN INDIAN & ALASKA NATIVE	TWO OR MORE & OTHER
<b>1ST-Line Supvs/Mgrs of Police &amp; Det</b>							
Hired	1	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Promoted (into category)	32	22 68.8%	1 3.1%	6 18.8%	3 9.4%	0 0.0%	0 0.0%
Promoted (within category)	14	10 71.4%	1 7.1%	3 21.4%	0 0.0%	0 0.0%	0 0.0%
Separated	37	26 70.3%	7 18.9%	4 10.8%	0 0.0%	0 0.0%	0 0.0%
<b>Detectives and Criminal Investigators</b>							
Hired	1	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Promoted (into category)	25	16 64.0%	2 8.0%	5 20.0%	2 8.0%	0 0.0%	0 0.0%
Separated	32	21 65.6%	3 9.4%	6 18.8%	2 6.3%	0 0.0%	0 0.0%
<b>Police Officers</b>							
Hired	163	88 54.0%	16 9.8%	46 28.2%	12 7.4%	0 0.0%	1 0.6%
Promoted (within category)	131	78 59.5%	8 6.1%	31 23.7%	14 10.7%	0 0.0%	0 0.0%
Demoted (within category)	1	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Separated	86	57 66.3%	7 8.1%	15 17.4%	6 7.0%	1 1.2%	0 0.0%

Into Category: Promotions into a higher category

Within Category: Promotions within the same category

NOTE: Promotions via the Career Advancement program are not included